## **NEED TRAINING FOR** HIGHER EFFICIENCY

Experts Speak on Store Management and Education of Selling Force.

BETTER CONDITIONS

Problem Is Social as Well as of Business Character—Speakers Tell of Work of School of Salesmanship.

"Many store managers have realized that the human element in their organization was receiving far less attention than their mechanical equipment, and have tried all sorts of plans for betterment. Some establishments have elaborate and costly arrangements for the health and comfort of their employes, with social secretaries, physicians, and nurses to make these arrangements effective.

Miss Beulah Kennard, educational director of the Department Store Education Association of New York City, in telling of the work of that association, said:

"The elements of the problem are in our home and social conditions, and in the public schools as well as in the stores, and no adequate solution can be found which does not take all of these into consideration. The stores cannot be even reasonably successful in their efforts unless they have cooperation of the schools and the public. For this reason the Department Store Education Association has been formed in order to secure this partnership between the stores and the public, based on accurate knowledge and mutual understanding.

"The association has focussed its attention upon the girls, not because they are the most important factors in store organization, but because they are the weakest members and the ones least ready for team work.

"If a girl's health can be improved, her mind trained and her happiness as well as her efficiency increased, she herself will contribute the resultant enthusiasm and professional spirit to the store's development.

PROBLEM IS SOCIAL.

"But the problem of the girl is a social as well as a business problem. The girl in business, like other young girls, hopes that in a few years she may give up her outside work in order to make a home of her own. She has the modern woman's double responsibility toward her immediate task in the present and her possible future as a wife and mother. This double function should make society equally interested with her employer in giving her an opportunity for the highest development and the broadest education of which she is capable. Because her years of apprenticeship may be few, she should be thoroughly equipped for her work without loss of time or wasted effort. If those years be many she should be kept fit and eager through the knowledge that her increasing ability is recognized and rewarded, but above all she should have such education and inspiration for her work that body and mind will be poised, alert and finely efficient because she is to be not only a worker but a woman."

cause she is to be not only a worker but a woman." cause she is to be not only a worker but a woman."

TELLS OF WORK OF
SCHOOL OF SALESMANSHIP

Mrs. Lucinda W. Prince, director of Salesmanship, High and Continuation Schools, and director School of Salesmanship, Simmons College, Boston, told of the work in the schools of satesmanship has a four-fold purpose in the course of study, the points being briefly these: To develop in the pupils the right attitude toward their work as a profession, and to arouse in them a feeling of responsibility; to instruct in subjects which will increase knowledge of goods to be sold; to inculcate a regard for system; to stimulate the development of pleasing personality. Salesmanship is taught in the form of disquestions of store experience, demonSpeaks to Educators



SAMUEL GOMPERS.

advisory committee representing the co-operating store meets in conference with the head director of the schools to decide all questions of policy."

### SAYS STRIKES DO NOT RESULT FROM

(Continued from First Page.)

f manifesting a desire

shall have his own best concept of right and justice, that he shall be able to enter upon a contract upon an equality of terms.

"Labor has been criticized; but it ought to be judged by what it has done and by what it hopes to do. There is no greater problem demanding the best thought and attention than the labor movement. There is need now for an industrial statesmanship which will look to and care

#### Program for To Day

9:30 A. M., Hotel Jefferson—The Richmond Survey, chaleman, George Coffing Warner, vice-president Na-tional Society for Promotion of Industrial Education. "Organization of the Survey," C. A. Prosser, secretary National Society for the Promotion of Industrial Education. "Methods and Findings of the School Survey," Leonard P. Ayres, director division of education, Russell Sage

Survey," Leonard P. Ayres, director division of education, Russell Sage Foundation, New York. "Methods and Findings of the Industrial Survey," Charles H. Winslow, expert Bureau of Labor Statistics, Washington, D. C.

2 P. M., John Marshall High School—Recommendations of Survey Committee, chairman, Cheesman A. Herrick, president Girard College, Philadelphia. "As to the Problem of Financing Vocational Education in Richmond," M. P. Shawkey, State Superintendent of Public Instruction, Charleston, W. Va. "As to Compulsory Attendance as a Factor in a Program of Industrial Education," P. P. Claxton, United States Commissioner of Education. "As to the Types of Schools and Courses of Study for Boys and Men as Determined by the Findings of the Industrial Survey," A. D. Dean, chief division of vocational schools, Albany, N. Y. "As to Types of Schools and Courses of Study for Girls and Women as Determined by the Findings of the Industrial Survey," Mrs. Mays Schenck Woolman, formerly Mars. ings of the Industrial Survey," Mrs. Mary Schenck Woolman, formerly director Manhattan Trade School for director Manhattan Trade School for Girls and director of domestic arts department, Tenchers' College, New York. "As to Prevocational Training," R. W. Selvidge, Penhody College, Nashville, Tenn. "As to the Piace of Private Institutions Receiving City Moneys in the General Plan," William M. Davidson, super-

Plan," William M. Davidson, superintendent of schools, Pittsburgh, Pa.
7:30 P. M.—Banquet, Hotel Jefferson, tendered to the National Soclety for the Promotion of Industrial Education and the National
Vocational Guidance Association.
Togstmaster, Henry C. Stuart, Governor of Virginia. Address of welcome, George Ainsile, Nayor of
Richmond. Speakers.—William C.
Redfield, Secretary of Commerce and
president National Society for the
Promotion of Industrial Education;
Laura Drake Gill, Trinity College,
Durham, N. C.; Samue) Gompers,
president American Federation of
Labor; Royal Meeker, United States
Commissioner of Labor Statistics. Commissioner of Labor Statistics.

for the welfare of all the people. And in this country may we hope that it may come. The peace which we all want and to which we all look forward has not yet arrived. The brotherhood of man is yet to come. It is now being shot to pleces on the battlefields of Europe. But here in the United States we may hope and live and work for the best."

CONFERENCE ON TRAINING
FOR SALESMANSHIP
The meeting of the National Society
for the Promotion of Industrial Education was opened yesterday morning
in the Jefferson Hotel with a general
conference on training for salesman-

#### RETAIL MERCHANTS HEAR EXPERTS ON SALESMANSHIP

# NOT PREVENT WAR.

trouble has been that they have made one code of morals for one man and then a different code for a half million men. There is no moral principle that can be limited by agreement among men, and the Bible tells us that, though hand join in hand, they shall not be unpunished."

CODE OF MORALS APPLIES TO NATIONS AS TO INDIVIDUALS

The secretary made the point that the same code of morals should be applied to the nations of the world as the mand for liquor at his own mouth the individuals, and that the effect upon

His subject was "Militant Idealism."
The meeting was opened with prayer by Rev. Russell Cecil, D. D., pastor of the Second Presbyterian Church, and Rev. Asbury Christian, D. D., pastor of Union Station Methodist Church, presided. Rev. W. C. James, pastor of Grove Avenue Baptist Church, offered the concluding prayer.

Bishop E. P. Hendrix, of St. Louis, Mo., urged a readjustment of commercial conditions. The principle of sacrifice, if practiced, will lead to justice, he said. He stated that one of the greatest messages brought to the world by Jesus Christ is that of justice, he said. He stated that one of the greatest messages brought to the world by Jesus Christ is that of justice to all mankind. The bishop spoke interestingly of the European war. He made the point that the lupbuilding of individual character ultimately means the upbuilding of national strength.

"He who believes in Jesus Christ seriously will find in him a message and a gospel that he finds nowhere else," said President Shaller Mathews, in the course of his speech. "The Federal Council Saye, daughter of President Washington, is expected at the White a gospel that he finds nowhere else,"
said President Shaller Mathews, in the
course of his speech. "The Federal
council stands for that particular
thing, and standing for that, it is trying to work with the individuals and
with the groups of individuals." President Mathews took occasion to comment on the prevalence of divorces,
and made the revalence of divorces. ment on the grevalence of divorces, and made the point that they would not be so prevalent if the individual would practice the teachings as laid

would practice the teachings as laid down by Jesus Christ.

Secretary Bryan was an interested listener at the opening session of the Executive Council of the Churches of Christ in America, which held its first meeting yesterday in the auditorium of the Central Young Men's Christian Association building. The secretary arrived in the convention hall shortly after the meeting opened. While in Richmond Secretary and Mrs. Bryan are the guests of John Skeltor. Williams, Comptroler of the Currency.

BRYAN SPEAKS AT

AFTERNOON SESSION

Secretary Bryan was introduced to the convention delegates yesterday afternoon by Dr. Charles S. Macfarland, secretary of the council. He remained throughout the entire session, paying particular attention to the reading of various reports and to a short address by Rev. William H. Roberts, D. D., of Philadelphia. The session yesterday afternoon was concluded with a brief address by Secretary Bryan, in which he said that he believed that the spiritual forces of the world should combine solidly against the ranks of materialism.

He expressed great confidence in the RELIEVES QUICKLY Coughs, Colds, Hoarsenss.

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Wanufacturing Chemist. BRYAN SPEAKS AT AFTERNOON SESSION

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Manufacturing Chemist,

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# Pay City Taxes

Richmond, Va., Dec. 1, 1914. THE LAST HALF OF CITY TAXES

FRANK SENTENCED TO DIE (WANTS ARMY RECRUITED ON FRIDAY, JANUARY 22

witness against Frank, had com-

for Murder of Mary Phagan in April, 1918. Innocence and Denounces Spirit of Mob Violence Which Pervaded ATLANTA, GA., December 9 .- Lec made a statement denouncing delible stain upon Georgia's name for

sideration another plan to get his case once more before the courts. They de-cline to say what their plan is, but lawyers who have followed the case predict that an effort will be made to take the case before the Supreme Court on the ground that a spirit of mob violence prevailed at Frank's trial, depriving the defendant of a due process of law.

# Entire

AMUSEMENTS.

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Hearst-Selig

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Open 9 A. M. to 5 P. M.
Admission 25c. Free 9 A. M. to 3 P. M. on Saturdays

# TO FULL WAR STRENGTH

Will Pay Death Penalty by Hanging Secretary Garrison Thinks It Folly Not to Take Proper Meas-

ures of Precaution. MAKES STATEMENT TO COURT NO FEARS OF MILITARISM

Condemned Man Again Asserts His He Points Out That Prepared Enemy Would Be Far on Road to Success Before Volunteer Soldiers Could Be Fitted for Service.

ent mobile strength of 31,000, the secretary points out, soon will be cut in half by additions to the garrisons in the Canal Zone, Hawaii and the Philippines.

The report directly mentions the European war but once.

Court's refusal to set aside the conriction on the ground that Frank was
absent from the courtroom when the
redict was returned.

Frank was taken from the jail to
the courthouse under an escort of
leputy-sheriff. The prisoner walked
not the courtroom with a firm step
and faced Judge Hill with the calmthroughout his fight for life.

INDELIBLE STAIN WILL REST

UPON NAME OF THE STATE
In reply to the usual query by the
court if he had any reason to give
why sentence should not be passed
upon him, Frank made the following
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the court of the war in Europe. It is any in the war in Europe. It is an imperative duty, however, to heed so much of what it brings home to us as is incontrovertible and not to be changed by any event, leaving for later and more detailed and comprehensive consideration what its later developments and final conclusions may indicate.

"In addition to strengthening the regular establishment, the secretary urges that steps be taken at once to create a more adequate reserve army. He dismisses as impracticable talk of immediate disarmament and as groundthe court representative to consideration what its later developments and final conclusions may indicate.

"In addition to strengthening the regular establishment, the secretary urges that steps be taken at once to consideration what its later developments and final conclusions may indicate.

"In addition to strengthening the regular establishment, the secretary urges that

line, that is, the troops who would be expected to immediately take the field, we could summon a force in this country of regulars and National Guard smounting to 9,818 officers and 148,492 inen. (This would include only regulars of fighting force stationed in the United States proper).

"And this is absolutely all. The only other recourse would then be volunteers, and to equip, organize, train, and make them ready, would take, at the smallest possible estimate, six months.

"Anyone who takes the slightest trouble to investigate will find that in modern warfare a prepared enemy would progress so far on the way to success in six months, if his antagonist had to wait six months to meet him, that such unprepared antagonist might as well concede defeat without contest."

Leave a standing order-HOLSUM

FOREIGN MISSIONS RALEIGH, N. C., December 9.—For-eign missions were up for special con-sideration to-night in the Baptist State talks on missions by Rev. J. F. Love, of the foreign mission board: Rev. D. W. Herring and Rev. W. E. Crocker, missionaries to China, and C. J. Thomp-

BAPTISTS CONSIDER

son, district secretary of the mission board.

The report presented by Mr. Benton showed Southern Baptist mission work in the papal countries of Argentina, Brazil, Italy and Mexico and the pagan countries of Africa, China and Japan. There are 278 missionaries with 625

445, a gain of eleven over last year



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